

**McCure**  
CONSULTING

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**Mining  
Employment  
Projections**

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**EXECUTIVE RECRUITMENT – MINING. GLOBALLY. NOW.**

- 1) Professional Mining Employment Trends - What the Data Says**
- 2) What does this mean for Investors and Suppliers?**
- 3) Predictions – The Year Ahead...**

What Are **YOU** Expecting in the  
Next 12 Months?

**Worse, Same or Better?**

# And The Response Was!...

**WORSE**

**0%**

**SAME**

**40%**

**BETTER**

**60%**



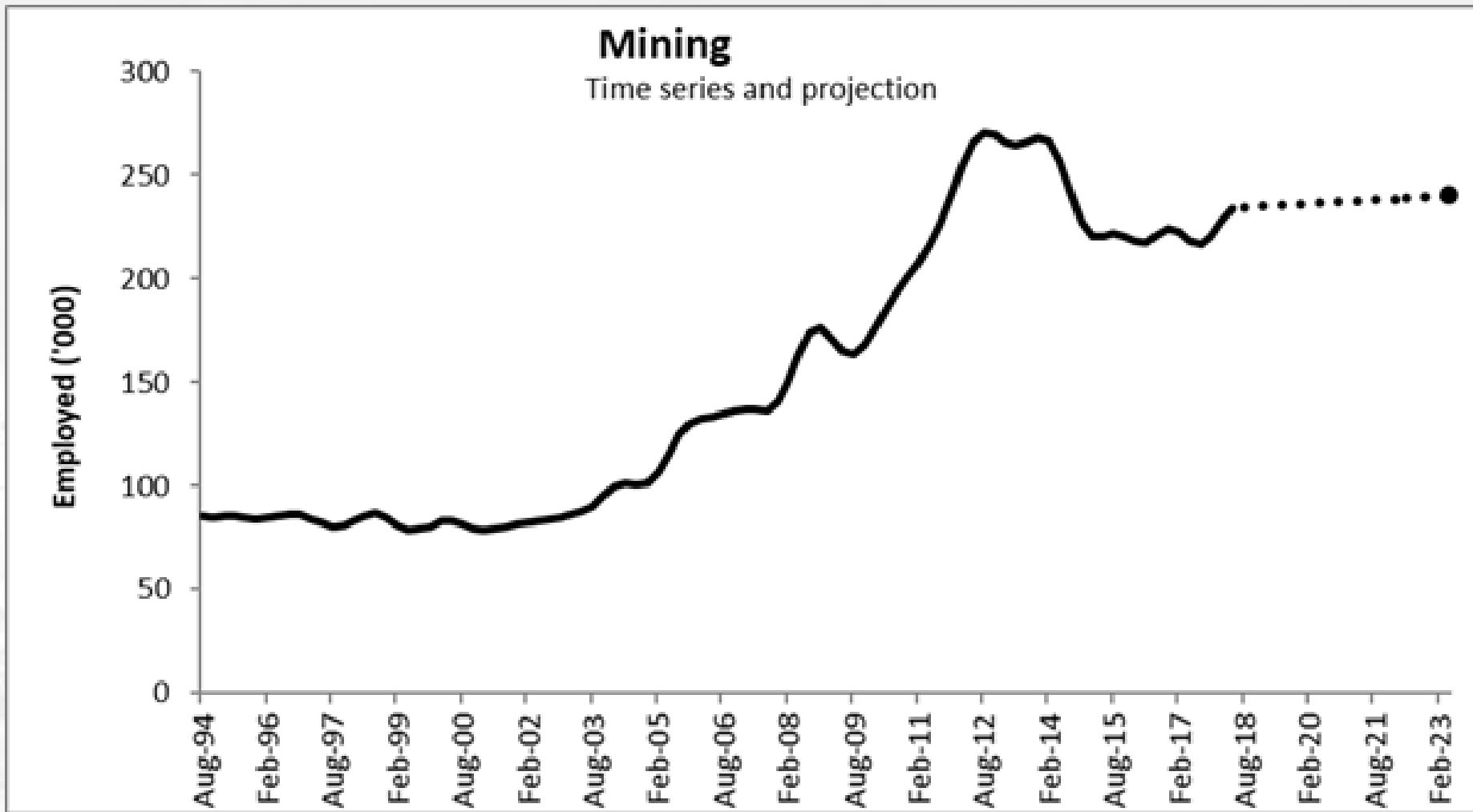
# Five Year Industry Projections to May 2023

Industry	Employment level - May 2018 ('000)	('000)	(%)
Health Care and Social Assistance	1680.9	250.3	14.9
Education and Training	1013.0	113.0	11.2
Professional, Scientific and Technical Services	1050.0	106.6	10.2
Construction	1182.6	118.8	10.0
Accommodation and Food Services	897.5	81.4	9.1
Arts and Recreation Services	251.7	22.0	8.7
Administrative and Support Services	418.8	27.9	6.6
Rental, Hiring and Real Estate Services	220.2	13.1	5.9
Public Administration and Safety	755.0	37.7	5.0
Information Media and Telecommunications	227.1	10.8	4.7
Transport, Postal and Warehousing	627.6	26.9	4.3
Retail Trade	1290.6	47.6	3.7
Financial and Insurance Services	441.5	14.2	3.2
<b>Mining</b>	<b>234.3</b>	<b>5.6</b>	<b>2.4</b>
Manufacturing	940.3	8.5	0.9
Agriculture, Forestry and Fishing	325.6	-1.4	-0.4
Wholesale Trade	364.4	-9.7	-2.7

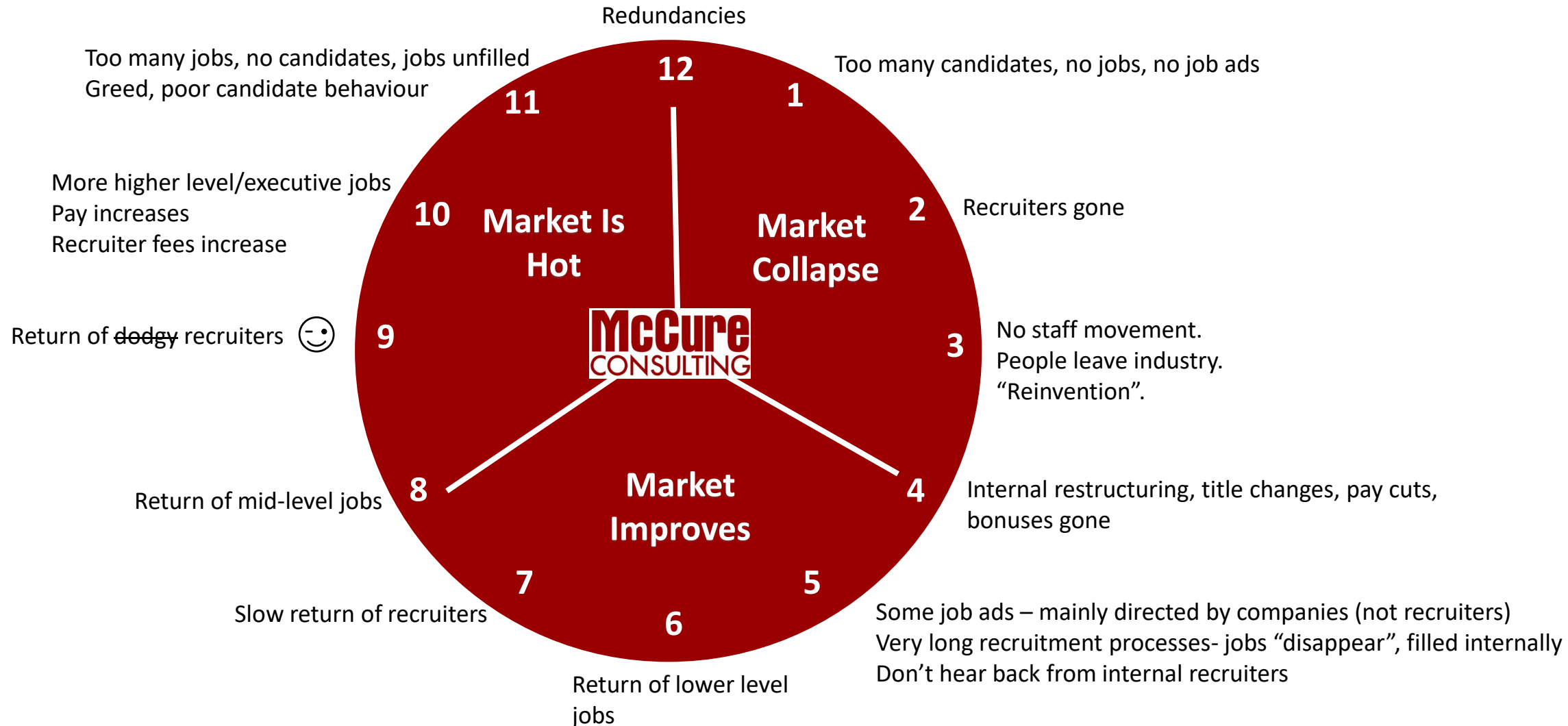
# Job Type – Projected Five Year Growth to May 2023

Occupation	Employment level May 2018 ('000)	Projected employment growth - five years to May 2022	
		('000)	(%)
Carers and Aides	547.5	129.1	23.6
<b>Geologists, Geophysicists &amp; Hydrogeologists</b>	<b>12.1</b>	<b>2.6</b>	<b>21.6</b>
Health Professionals	608.0	99.4	16.3
Engineering Professionals	149.5	7.5	5.0
Accountants, Auditors & Co. Secretaries	217.9	10.0	4.6
Drillers, Miners and Shot Firers	48.8	1.2	2.5
Public Relations Professionals	21.8	0.1	0.7
Solicitors	64.0	-1.0	-1.6
<b>Mining Engineers</b>	<b>9.5</b>	<b>-0.5</b>	<b>-5.7</b>
<b>Main Job Type Categories</b>			
Community And Personal Service Workers	1316.2	230.3	17.5
Professionals	2993.4	325.8	10.9
Managers	1561.6	109.9	7.0
Technicians And Trades Workers	1810.9	99.1	5.5
Labourers	1211.1	66.0	5.5
Machinery Operators And Drivers	823.5	35.1	4.3
Sales Workers	1150.8	24.1	2.1
Clerical And Administrative Workers	1650.8	-4.2	-0.3
(All Occupations)	12,564.0	886.1	7.1

# Industry Employment Projections 2018 Report



# The McCure Recruitment Clock



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# Where Is This Market Heading?

- Are we in the middle of a Multi-Year Recovery Phase for the Commodity Cycle? Middle of a Long-Term Mining Boom?  
*(Probably, yes)*
- Or a Bust... Maybe in 2020? *(Hopefully not but there is, as ever, room for caution)*
- This is neither Bust nor Boom right now *(We're not fully booming yet)*
- Employment leading or lagging? *Last year the Investment market was running ahead of Employment trends, this year it is the opposite.*

- ✓ **More Jobs... In Almost All Parts of the Market**
  - **Operations** Especially
  - **Corporate** Some Restraint But More Jobs Will Still Be Created
  - **Exploration** More at the behest of the Market
- ✓ **More Candidate Shortages** This will get a lot worse  
Lots of Noise About this Issue
- ✓ **Increased Salary Packages** More Subdued than the last Boom but still evident
- ✓ **Big Companies** Are NOT Employers of Choice
- ✓ **Adani** Why It May Not Happen... **May be very hard to find adequate staff**